



Information About the MROCC Examination

MROCC Competency Statements, Topics on Examination and References

REGULATORY ISSUES AND MRO ROLE

(Approximately 50% of the exam items are within this competency area)

COMPETENCY STATEMENT

The MRO must be and remain knowledgeable about applicable rules including federal MRO guidelines, and federal agency regulations which impact organizations for whom the MRO evaluates drug test results. The MRO is often called upon to assist clients in the implementation of legally defensible policies and programs. Therefore, the MRO must be able to advise organizations about both regulated and non-regulated drug and alcohol testing procedures. Knowledge in the area of regulatory issues and MRO responsibilities will enable the MRO to:

- interact effectively with other program participants, including: employees, employers, DERs, SAPs, TPAs, other health care workers, laboratories and collection sites.
- advise employers in the development and implementation of effective workplace substance abuse prevention program policies and procedures in both regulated and private sector settings.
- comply with applicable laws and federal regulations in the review, interpretation and reporting of drug test results, including confidentiality, documentation, record maintenance and storage, and release of information.
- develop a standard operating procedure for conducting an effective MRO interview which complies with applicable regulations.
- recognize and address the major legal and regulatory issues that face the MRO, other service providers and employers in the establishment and implementation of drug testing programs.
- serve as an expert consultant or witness on matters involving drug testing.
- adhere to and uphold the professional code of ethics relating to drug testing.
- evaluate and help manage collector services, laboratory services, and other services in the program to ensure reliability, confidentiality, efficiency, appropriateness, and promptness of these services in response to the employer's needs.

TOPICS ON EXAMINATION

- MRO Role in federal testing programs
- Federal regulations & programs (DOT, DOT Agencies, DHHS, NRC, EEOC, etc.)
- Communication & reporting of results to employers, employees & other participants (DERs, SAPs, TPAs, etc.)
- Recordkeeping
- Company substance abuse prevention policies
- Medical-Legal issues
- Confidentiality

REFERENCES

- Swofinsky RB, Smith DR, The Medical Review Officer's Manual. Beverly Farms, MA, OEM Press, 5th ed. 2015, pages 1-53; 137-193; 205-218; 289-298.

- Peterson KW, American College of Occupational and Environmental Medicine, Drug and Alcohol Testing Medical Review Officer Course Syllabus and Resource Manual, updated annually. Sections on regulatory issues and MRO responsibilities.
- U.S. DOT Office of Drug and Alcohol Policy and Compliance, "Procedures for Transportation Workplace Drug Testing Programs" Title 49, Code of Federal Regulations, Part 40. Washington, DC, www.dot.gov/ost/dapc
- U.S. DOT Office of Drug and Alcohol Policy and Compliance, "Q & A's", Title 49, Code of Federal Regulations, Part 40. Washington, DC, www.dot.gov/ost/dapc
- "Mandatory Guidelines for Federal Workplace Drug Testing Programs", Department of Health and Human Services <http://www.samhsa.gov/workplace/drug-testing>
- SAMHSA, "Medical Review Officer Manual for Federal Workplace Drug Testing Programs": <http://www.samhsa.gov/workplace/drug-testing>
- MRO Code of Ethics; Established by the Medical Review Officer Certification Council Board of Directors, July 15, 2003; updated 10/8/08; <http://www.mrocc.org/code.pdf>
- U.S. DOT Employer Guide: <http://www.dot.gov/ost/dapc/employer.html>

ADDITIONAL SUGGESTED REFERENCES & ON LINE RESOURCES

- Ferguson J, The Medical Review Officer Team Manual. Beverly Farms, MA, OEM Press, 2nd ed., 2013.
- Swotinsky RB, ed. MRO Update. American College of Occupational and Environmental Medicine (newsletter).
- MRO List Server (moderated by Dr. Karl Auerbach) – to subscribe, send an email to Karl.Auerbach@urmc.rochester.edu with the subject "SUBSCRIBE MRO"
- MRO Testing Q&A, an on-line discussion forum about workplace drug and alcohol testing moderated by Robert Swotinsky, <http://www.occ-doc.net/forum/index.php>
- U. S. Department of Transportation, Office of Drug and Alcohol Policy and Compliance: <http://www.dot.gov/ost/dapc>
- SAMHSA's Direct Division of Workplace Programs/CSAP link: <http://www.samhsa.gov/workplace/>
- GPO Gate – Free source of Federal Register documents: www.gpo.gov/fdsys
- Office of National Drug Control Policy www.ondcp.gov/about/index.html